

Research of human capital in view of labour potential of staff: National companies case study

Sharafutdinov R., Gerasimov V., Yagudina O., Dmitrieva I., Pavlov S., Akhmetshin E.
Kazan Federal University, 420008, Kremlevskaya 18, Kazan, Russia

Abstract

Today, in a constantly changing economic situation in the world innovations are the driving forces of the global economy, where one of the main places takes labor potential of human capital. For this reason, we evaluated the human capital of the Volga Federal District and its region on the example of the Republic of Tatarstan for the period from 2013 to 2016 (projected) year and the forecast until 2020, taking into account the labor potential of the national enterprise. This study is based on the application of the following research methods: analysis and synthesis, systematic and integrated approach, factor analysis, structural-functional, statistical and representative approaches. In the study, we obtained the following results: calculated indices of human capital in each region of the Volga Federal District and Russia, conducted its evaluation with the calculation of the labor potential of the national company and the counting of the forecast of development of human capital in the Republic of Tatarstan.

Keywords

Human capital, Human resources, The labor potential of staff, The overall index of human capital development

References

- [1] Baron, A., & Armstrong, M. (2007). Human capital management: achieving added value through people. London: Kogan Page Ltd.
- [2] Cecina, O. S. (2013). 'Integrative approach to managing human capital and innovative development of the industry of the economic system'. Innovations and investments, 6, 240-246.
- [3] Coen-Pirani, D. (2015). 'Human capital accumulation in a federation'. European Economic Review, 76, 104-124. doi: 10.1016/j.euroecorev. 2015.02.002.
- [4] Davin, M., Gente, K., Nourry, C. (2015). 'Should a country invest more in human or physical capital?' Mathematical Social Sciences, 76, 44-52. doi: 10.1016/j.mathsocsci.2015.04.003.
- [5] Dmitriev, D. A (2011). The Strategy of innovative development of staff potential. Tomsk state University, pp. 110-112
- [6] Dmitrieva, I. S., Gerasimov, V. O., Sharafutdinov, R. I. (2016) 'Estimation of innovative human resource capacity in the region by the example of the Republic of Tatarstan'. Science of Krasnoyarsk, 37, 199-206.
- [7] Gabidullina F. I. (2014). 'Religious motives in the work of Sagit Sunchalay and Anna Akhmatova'. Recent Trends in Social and Behaviour Sciences - Proceedings of the 2nd International Congress on Interdisciplinary Behavior and Social Sciences 2013, ICIBSoS 2013. pp: 475-477.

- [8] Gagarin, G. Y. (2012). 'Human capital and its role in ensuring the competitiveness of the Russian regions'. *Regional Economy: Theory and Practice*, 23, 9-14.
- [9] Gapsalamov, A. R. (2013). 'Regional industry in the period of nationalization: Based on the materials of tatarstan republic (Russia)'. *Middle East Journal of Scientific Research*, 15(11), pp. 1487-1495. doi:10.5829/idosi.mejsr.2013.15.11.11619
- [10] Gimaeva, A. N. (2011) 'Management of regional HR potential in conditions of modernization'. Collection of reports of the Eighth all-Russian scientific-practical conference, pp. 105-119
- [11] Gorodnikova, N. V., Hochberg, L. M., & Ditzkovskiy, K. A. (2015). *Indicators of innovative activity: statistical yearbook*. Moscow: Higher School of Economics.
- [12] Gurieva, L. K., Akhmetshin, E. M., Savicheva, A. N., Kataeva (Sventa Yarvik), V. I., & Norkina, A. N. (2016). 'Theoretical foundations of management of the organization: Development, types of structures, management methods of control'. *International Business Management*, 10(22), 5406-5416. doi:10.3923/ibm.2016.5406.5416
- [13] Husnutdinov D. H., Sagdieva R. K., Mirzagitov R. H. (2016). 'Comparative constructions in G. Ibragimov's works'. *Journal of Language and Literature*. Vol. 7, Issue.4. - Pp. 42-45
- [14] Korableva O., Kalimullina O. (2014). 'The Formation of a single legal space as a prerequisite for overcoming systemic risk'. *Asian Social Science*, Vol. 10(21), 256-260.
- [15] Korableva O., Kalimullina O. (2016 a). 'Strategic Approach to the Optimization of Organization Based on the BSC SWOT Matrix'. *Proceedings of the International Conference on Knowledge Engineering and Applications*. ICKEA, 2016. Singapore, September 28-30, 2016. p. 212-215
- [16] Korableva, O., Kalimullina, O. (2016 b). 'An Innovative Approach to Strategic Risk Management in Banking: Russian Banks Case Study'. *WSEAS Transactions on Business and Economics*, Volume 13, Art. #25, pp. 269-282.
- [17] Kubenka, M. (2014). 'The Factors Affecting the Accuracy of Business Failure Prediction Models'. In: *European Financial Systems 2014. Proceedings of the 11th International Scientific Conference*, Brno: Masaryk University, 2014, pp. 364-371. ISBN 978-80-210-7153-7.
- [18] Kubenka, M., Kralova, V. (2013). 'Z" Score in Assessing the Financial Health in the Construction Sector'. *E + M Economics and Management*. 2013. 16 (1) pp. 101-112. ISSN 1212-3609
- [19] Krotkova E. V., Mullakhmetov K. S., & Akhmetshin E. M. (2016). 'State control over small business development: approaches to the organization and problems (experience of the Republic of Tatarstan, the Russian Federation)'. *Academy of Strategic Management Journal*, 15(Special Issue 1), 8-14.
- [20] Latyshev, I. O., & Akhmetshin, E. M. (2015). 'Methodological approaches to analyzing the indicators of human capital management in the interests of innovation development of enterprise'. *International Business Management*, 9(6), 1565-1570. doi:10.3923/ibm.2015.1565.1570
- [21] Matveev, Y. V., Trubetskaya, O. V., Lunin, I. A., Rousek P., & Kopnov, V. A. (2016). 'Clusters and their role in economic development'. *International Journal of Economic Perspectives*, 10(3), 113-125.
- [22] McGuirk, H., Lenihan, H., Hart, M. (2015). 'Measuring the impact of innovative human capital on small firms' propensity to innovate'. *Research Policy*, 44(4), 965-976. doi: 10.1016/j.respol.2014.11.008.
- [23] Mishagina, M. V. (2015). 'Human capital as a factor of innovation development of the Volga Federal District'. *Creative Economy*, 9(8), 1009-1024. doi: 10.18334/ce.9.8.580.
- [24] Mustafin, A. N. (2015). 'Human capital management through non-financial incentives in the innovation economy'. *Kazan Economic Bulletin*, 1(15), 104-107.
- [25] Nevretdinova, M. V. (2015). 'Innovative approaches to the management of human capital'. *Economy and Entrepreneurship*, 5-1, 550-554.
- [26] Osadchy, E. A., & Akhmetshin, E. M. (2015a). 'Integration of industrial and educational sphere in modernization of economic relations'. *Journal of Applied Economic Sciences*, 10 (5).
- [27] Osadchy, E. A., & Akhmetshin, E. M. (2015b). 'The intellectual capital importance and the role of organizations against the backdrop of a crisis: Innovation vector'. *Social Sciences (Pakistan)*, 10(6), 1013-1020.
- [28] Pozdeeva N. R. (2014). 'Improving the efficiency of work of the enterprise based on the improvement of labor potential management'. *Internet-journal "science of Science"*, 2, 1-19.
- [29] Sadriev R. D., Mullakhmetov K. S., & Akhmetshin E. M. (2016). 'Russian Business Medium: Competition Problems'. *International Journal of Economics and Financial Issues*, 6(S8), 30-38.
- [30] Sattarova, G. G., Gabidullina, F. I. (2015). 'The novel's genre of the modern Tatar literature (in the example of the F. Bairamova's creation)'. *Journal of Language and Literature*. ISSN: 2078-0303, Vol. 6. No. 2. Iss.2, May, 2015
- [31] Schultz, T. W. (1993). 'The economic importance of human capital in modernization'. *Education Economics*, 1(1), 13-19. doi:10.1080/09645299300000003
- [32] Shafran, A. M. (2011). 'Human capital as a factor of investment attractiveness of Russian regions'. *Bulletin of the Chuvash State Pedagogical University named after I. Ia. Iakovlev*, 3, 224-231.

- [33] Silos, P., & Smith, E. (2015). 'Human capital portfolios'. *Review of Economic Dynamics*, 18(3), 635-652. doi: 10.1016/j.red.2014.09.001.
- [34] Sudakova, E. S. (2014). 'The Relationship of development of labor potential of personnel and organizational effectiveness'. *Internet-journal "Science studies"*, 3, 1-14.
- [35] Varvarigos, D., & Arsenis, P. (2015). 'Corruption, fertility, and human capital'. *Journal of Economic Behavior & Organization*, 109, 145-162. doi: 10.1016/j.jebo.2014.11.006.
- [36] Wietzke, F. (2015). 'Long-Term Consequences of Colonial Institutions and Human Capital Investments: Sub-National Evidence from Madagascar'. *World Development*, 66, 293-307. doi: 10.1016/j.worlddev. 2014.08.010
- [37] Zabelina, O. V., Kozlova, T. M., Romaniuk, A. V. (2013). 'Human capital region: the nature of the problem, the structure and evaluation'. *Economics, Statistics and Informatics*, 4, 59-64.
- [38] Zubakov, V. M., & Mustafin, A. N. (2015). 'The controlling process of the human capital through the effective redistribution of the general welfare'. *Mediterranean Journal of Social Sciences*, 6(1S3), 270-273. doi:10.5901/mjss.2015.v6n1s3p270
- [39] Zubarevich, N. V. (2014). 'Regional development and regional policy in Russia'. *ECO*, 4, 6-27.